

***Mentoring in Christian Community:
Issues of Definition and Evaluation***

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Mentors and apprentices are partners in an ancient human dance.

...It is the dance of the spiralling generations,
in which the old empower the young with their experience
and the young empower the old with new life,
reweaving the fabric of the human community
as they touch and turn.

(PJ Palmer, *The Courage to Teach*, 1998, p. 25)

ABSTRACT

In recent decades there has been an increasing interest in the phenomenon of mentoring in diverse societal sectors with a resulting plethora of definitions. This thesis focuses on mentoring that is practiced in Christian community. The work postulates a theological classification of Christian community and explores the symbiotic relationship that exists between mentoring practice and context, with particular reference to theological reflection. In critical conversation with the theology of Christian community and through a synthesis of evidence gathered from a key text on discipleship – Mark’s Gospel - and a corpus of contemporary writings on mentoring, this study offers a definition of mentoring in Christian community that is holistic and integrative.

This work submits an analysis of the demands and complexities of evaluating holistic Christian mentoring programmes, particularly in the area of spiritual formation and subsequently proposes an evaluation framework, model and tools. Through the design, organisation and delivery of a pilot study (replicated on a smaller scale in two other settings) and through the use of rigorous methodology the viability of the model was investigated. The evaluation has revealed findings to inform the practice of Christian mentoring and has given insights into its beneficial impact in particular Christian community contexts of theological education. The outcome is a reliable template from which Christian communities can contextualise their mentoring programme evaluations.

The thesis offers recommendations for further research, suggestions for implementation and key conclusions regarding the influencing factors for successful mentoring programmes. It affirms the contention that **a rediscovery of Christian mentoring has the potential to be the means by which the objectives of theological education may become more deeply integrated and through which the church community may more adequately fulfil its historical and contemporary commission to make lifelong disciples.**

Acknowledgements

‘Behind every saint stands another saint. That is the great tradition.
I have never learnt anything myself by my own old nose.’

(Baron Friedrich von Hugel¹)

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¹ Baron von Hugel as quoted by JM Neufelder and MC Coelho (eds.), in *Writings on Spiritual Direction By Great Christian Masters*, (New York, NY: Seabury Press, 1982), p. 8.

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‘Along the way
places and people
planted seeds in my soul and spirit
and added stones to the foundation
I was trying to form.’

(Lisa Fain²)

² Lisa Fain, Photographic Artist, <<http://www.lisafain.com>> as quoted in LJ Zachary, *Creating a Mentoring Culture*, (San Francisco, CA: Jossey Bass, 2005), p. 7.

Abbreviations

<i>ABHE</i>	<i>Association for Biblical Higher Education</i>
<i>ACYF</i>	<i>Administration on Children, Youth and Families</i>
<i>AACTE</i>	<i>American Association of Colleges for Teacher Education</i>
<i>AEQ</i>	<i>Adult Education Quarterly</i>
<i>AJCP</i>	<i>American Journal of Community Psychology</i>
<i>AME</i>	<i>Academy of Management Executives</i>
<i>ATS</i>	<i>Association of Theological Colleges</i>
<i>BAC</i>	<i>The Bulletin for the Association of Coaching</i>
<i>BBC</i>	<i>Belfast Bible College</i>
<i>BJES</i>	<i>British Journal of Educational Studies</i>
<i>BJISE</i>	<i>British Journal of In-Service Education</i>
<i>BJTE</i>	<i>British Journal of Theological Education</i>
<i>C&C</i>	<i>Carer and Counsellor</i>
<i>C&D</i>	<i>Crime and Delinquency</i>
<i>CC</i>	<i>Christian Century</i>
<i>CDI</i>	<i>Career Development International</i>
<i>CEJ</i>	<i>Christian Education Journal</i>
<i>CELT</i>	<i>Centre for the Enhancement of Learning and Teaching</i>
<i>CF</i>	<i>The Carnegie Foundation for the Advancement of Teaching & Learning</i>
<i>CGO</i>	<i>Centre for Gender in Organisations</i>
<i>CH</i>	<i>Christian History</i>
<i>CIM</i>	<i>Clinician in Management</i>
<i>CIR</i>	<i>Currents in Research</i>
<i>CITAM</i>	<i>Currents in Theology and Mission</i>
<i>CON</i>	<i>CONTACT: Practical Theology and Pastoral Care</i>
<i>CPD</i>	<i>Continued Professional Development</i>
<i>CTRB</i>	<i>Child Trends Research Brief</i>
<i>CT</i>	<i>Christianity Today</i>
<i>DCS</i>	<i>Dictionary of Catholic Spirituality</i>
<i>DfEE</i>	<i>Department for Education and Employment</i>
<i>DHSS</i>	<i>Department of Health and Social Services</i>
<i>DJG</i>	<i>Dictionary of Jesus and the Gospels</i>
<i>DPCC</i>	<i>Dictionary of Pastoral Care and Counselling</i>
<i>DPL</i>	<i>Dictionary of Paul and His Letters</i>
<i>EBN</i>	<i>Employee Benefit News</i>
<i>EDBT</i>	<i>Evangelical Dictionary of Biblical Theology</i>
<i>EDNT</i>	<i>Exegetical Dictionary of the New Testament</i>
<i>EDWM</i>	<i>Evangelical Dictionary of World Missions</i>
<i>EEAA</i>	<i>European Evangelical Accreditation Association</i>
<i>EEAPA</i>	<i>Educational Evaluation and Policy Analysis</i>
<i>EMCC</i>	<i>European Mentoring & Coaching Council</i>
<i>EMQ</i>	<i>Evangelical Missions Quarterly</i>
<i>EOC</i>	<i>Encyclopedia of Christianity</i>
<i>EQ</i>	<i>Evangelical Quarterly</i>
<i>ER</i>	<i>Education Researcher (American Educational Research Association)</i>
<i>ERIC</i>	<i>Educational Resources Information Centre</i>
<i>ERT</i>	<i>Evangelical Review of Theology</i>
<i>FT</i>	<i>Faith Times</i>
<i>GLE</i>	<i>Guided Learning Experience</i>
<i>HBR</i>	<i>Harvard Business Review</i>

<i>HCLNCA</i>	<i>Higher Learning Commission of North Central Association of Colleges and Schools</i>
<i>HESB</i>	<i>History of Education Society Bulletin</i>
<i>IBD</i>	<i>Illustrated Bible Dictionary</i>
<i>ICD</i>	<i>International Consultation on Discipleship</i>
<i>ICETE</i>	<i>International Council for Evangelical Theological Education</i>
<i>ICF</i>	<i>International Coach Federation</i>
<i>ICMN</i>	<i>International Christian Mentoring Network</i>
<i>IJEBCAM</i>	<i>International Journal of Evidence Based Coaching and Mentoring</i>
<i>IMER</i>	<i>Institute for Missiological and Ecumenical Research</i>
<i>Int.</i>	<i>Interpretation</i>
<i>ISMPE</i>	<i>International Standards for Mentoring Programmes in Employment</i>
<i>ITI</i>	<i>Information Technology International</i>
<i>JAP</i>	<i>Journal of Applied Psychology</i>
<i>JCSEE</i>	<i>Joint Committee on Standards for Educational Evaluation</i>
<i>JECB</i>	<i>Journal of Education and Christian Belief</i>
<i>JESSOR</i>	<i>Journal for the Scientific Study of Religion</i>
<i>JHSB</i>	<i>Journal of Health and Social Behaviour</i>
<i>JOB</i>	<i>Journal of Organisational Behaviour</i>
<i>JORAH</i>	<i>Journal of Religion and Health</i>
<i>JOTE</i>	<i>Journal of Transformative Education</i>
<i>JPT</i>	<i>Journal of Psychology and Theology</i>
<i>JQP</i>	<i>Journal for Quality and Participation</i>
<i>JR</i>	<i>Journal of Religion</i>
<i>JSTM</i>	<i>Journal of Supervision and Training in Ministry</i>
<i>JTS</i>	<i>Journal of Theological Studies</i>
<i>JUMP</i>	<i>Juvenile Mentoring Program</i>
<i>LC</i>	<i>Learning Contact</i>
<i>LMN</i>	<i>London Mentoring Network</i>
<i>M&T</i>	<i>Mentoring and Tutoring</i>
<i>MBS</i>	<i>Mentoring Bursary Scheme</i>
<i>Miss.</i>	<i>Missionalia</i>
<i>MN</i>	<i>Mentor News</i>
<i>MRA</i>	<i>Mentor Research Agenda</i>
<i>MS</i>	<i>Mission Studies</i>
<i>NABS</i>	<i>Centre for Narrative & Auto/Biographical Studies</i>
<i>NAPCE</i>	<i>North American Professors of Christian Education</i>
<i>NBC</i>	<i>New Bible Commentary</i>
<i>NDFACE</i>	<i>New Directions for Adult and Continuing Education</i>
<i>NDCS</i>	<i>New Dictionary of Catholic Spirituality</i>
<i>NDPE</i>	<i>New Directions for Program Evaluation</i>
<i>NET</i>	<i>Nurses Education Today</i>
<i>NFER</i>	<i>National Foundation for Educational Research</i>
<i>NIBC</i>	<i>New International Bible Commentary</i>
<i>NIDNTT</i>	<i>New International Dictionary of New Testament Theology</i>
<i>NIDOTTE</i>	<i>New International Dictionary of Old Testament Theology and Exegesis</i>
<i>NMC</i>	<i>National Mentoring Centre</i>
<i>NMI</i>	<i>National Mentoring Institute</i>
<i>NMN</i>	<i>National Mentoring Network</i>
<i>NMP</i>	<i>National Mentoring Partnership</i>
<i>NO</i>	<i>Nursing Outlook</i>
<i>NTS</i>	<i>New Testament Studies</i>
<i>OERD</i>	<i>Oxford English Reference Dictionary</i>
<i>ORECG</i>	<i>Office of Research Education Consumer Guide</i>

<i>OREL</i>	<i>Online Evaluation Resource Library</i>
<i>PBL</i>	<i>Problem-based Learning</i>
<i>PLACE</i>	<i>Personality discovery; Learning spiritual gifts; Abilities awareness; Connecting passion with ministry; Experiences of life</i>
<i>PP</i>	<i>Personnel Psychology</i>
<i>P/PV</i>	<i>Public/Private Ventures</i>
<i>PTEV</i>	<i>Programs for the Theological Exploration of Vocation</i>
<i>QS</i>	<i>Qualitative Sociology</i>
<i>QUB</i>	<i>The Queen's University of Belfast</i>
<i>RER</i>	<i>Review of Educational Research</i>
<i>RHE</i>	<i>Research in Higher Education</i>
<i>ROB</i>	<i>Review of Business</i>
<i>RR</i>	<i>Reformed Review</i>
<i>RRR</i>	<i>Review of Religious Research</i>
<i>SAI</i>	<i>Spiritual Assessment Inventory</i>
<i>SC</i>	<i>Student Counsellor</i>
<i>SCUTREA</i>	<i>Standing Conference on University Teaching and Research in the Education of Adults</i>
<i>SEDA</i>	<i>Staff and Educational Development Association</i>
<i>SF</i>	<i>Spiritual Formation (Mentor)</i>
<i>SHE</i>	<i>Studies in Higher Education</i>
<i>SLI</i>	<i>Spiritual Life Inventory</i>
<i>SMART</i>	<i>Specific, Measurable, Appropriate, Realistic, Time-bound - Objectives</i>
<i>SWBS</i>	<i>Spiritual Well-Being Scale</i>
<i>TB</i>	<i>Tyndale Bulletin</i>
<i>TDJ</i>	<i>Training and Development Journal</i>
<i>TDNT</i>	<i>Theological Dictionary of the New Testament</i>
<i>TE</i>	<i>Theological Education</i>
<i>TLEB</i>	<i>The Lion Encyclopaedia of the Bible</i>
<i>TPOQ</i>	<i>The Public Opinion Quarterly</i>
<i>TM</i>	<i>Training and Mentoring</i>
<i>TNAN</i>	<i>Theology, News and Notes</i>
<i>TQA</i>	<i>Total Quality Assurance</i>
<i>TR</i>	<i>Theological Reflection</i>
<i>TS</i>	<i>Theological Studies</i>
<i>TTE</i>	<i>The Theological Educator</i>
<i>TW</i>	<i>Third Way</i>
<i>UM</i>	<i>University Mentor</i>
<i>UNESCO</i>	<i>United Nations Educational Scientific and Cultural Organisation</i>
<i>WBC</i>	<i>Word Biblical Commentary</i>
<i>WCC</i>	<i>World Council of Churches</i>
<i>WT</i>	<i>Worship Times</i>
<i>WTR</i>	<i>World Traveller</i>

Conventions

The conventions used in this thesis are generally those recommended in DJA Clines, *The Sheffield Manual for Authors and Editors in Biblical Studies*, (Sheffield: Sheffield Academic Press, 1997). All scripture quotations, (unless otherwise stated) are from **Holy Bible, New Revised Standard Version**, (NRSV), (Nashville, TN: Thomas Nelson Inc., 1989).

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CD ROM: There is a significant amount of written material associated with the pilot mentoring programme and its evaluation. When an item from the CD/ROM is referred to in the footnotes it will appear in the following format: *CD/Folder/Sub-folder{s} (if appropriate)/File*, page number and line number, as one would find on a web-based article address. The CD is attached to the back cover.

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Folder (Chronological)	Sub-folder	Files
Open Forum		Letter December 2004
		Discussion Document
Recruitment	Mentee Forms	Volunteer Reply Slip Sept 2004
		Mentee Profile Sheet
		Choosing a Personal Mentor Guidelines
	Mentor Forms	Intro Letter to Placement Mentors Feb 2005
		Doctrinal Basis of Belfast Bible College
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Manuals	Mentee Manual	Mentee Manual Front Cover
	Mentor Manual	See 'Contents' sheet
Training		Mentor Induction and Training Letter August 2005
		Evaluation Form – Mentee Induction
		Pre-programme Training Timetable (1) 2 Sept 2005
		Pre-programme Training Timetable (2) 30 Sept 2005
		Mentor Training Evaluation Form 1
		Mentor Training Evaluation Form 2
		Mentor Letter Mid-programme Training 12 January 2006
		Mid-programme Training Schedule
		Letter PL Mentors who missed Jan Training
		Mid-Prog. Training Content Sheets
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		Mid-programme Mentee Questionnaire
		Summative Mentee Questionnaire

Written Questionnaires	Mentor Questionnaires	Pre-programme Questionnaires– Mentor/ Personal Mentors; Placement Mentors; SF Mentors
		Mid-programme Questionnaires – Mentor/ Personal Mentors; Placement Mentors; SF Mentors
		Summative Questionnaires – Mentor/ Personal Mentors; Placement Mentors; SF Mentors
Post-programme Interviews	Interview Question Sheets	Mentee Post-programme Interview Sheet Personal Mentor Post-programme Interview Sheet Placement Mentor Post-programme Interview Sheet SF Mentor Post-programme Interview Sheet
	Transcripts	Transcribing Instructions
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Evaluation Results		Data Processing Procedure Notes SF Mentor Emailed Comments on SF Group Member Checking Letter March 2007
	Mentee	Template Result Sheet
		Mentee Pre-programme Result Sheets /Pre-prog Written Comments C1 SF/ ME1-ME10 / Mentee Pre-prog A Demographics / Mentee Pre-prog B Programme / Mentee Pre-prog C2 PL Mentoring / Mentee Pre-prog C3 PER Mentoring
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		Mentee Summative Result Sheets / Summative Mentee C1 SF Mentoring / Summative Mentee B Programme / Summative Mentee C2 PL Mentoring / Summative Mentee C3 PER Mentoring /Mentee Written Comments End-programme
		Mentee Post-Programme Result Sheets /Mentee Growth Areas Results /Spiritual Life Inventory Results /Post-programme Q2 Scores Template /Post-programme Q2 Results
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	Mid-prog Results Q2	Mentee Scores Q2 MP Interview
	Post-prog Results Q2	Mentee Scores Q2 PP Interview Post-program Evaluation Mentee/Mentor
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We shall not cease from our exploration
And the end of all our exploring
Will be to arrive where we started
And know the place for the first time.³

³ TS Eliot, 'Four Quartets: Little Gidding V,' in *Collected Poems 1909-1962*, (London: Faber & Faber, 1936; 1977 reprint), p. 222.